

UNCLASSIFIED Operational Stress Control & Readiness (OSCAR)



HQMC Health Services

Sep 2002

CDR J.S. Pierce



The Problem

- **Suicide**
 - USMC highest of all the services
 - On average, 26 Marines die each year
- **Administrative separation**
 - On average, 2121 Marines separated each year due to personality disorders, alcohol abuse, drug abuse
 - Over \$130M wasted each year in direct/indirect costs
- **Disability**
 - Psych most common inpatient diagnosis for USMC
 - Second leading category of PEB discharge
 - On average, 272 Marines discharged each year



OSCAR Strategy

Wartime Requirement, Peacetime Dividend

- Multidisciplinary
- Early and coordinated intervention
- Expeditionary
- Accountable to operating forces
- Fulfills DoDD 6490.5 CSC Requirements





OSCAR Team Member Training

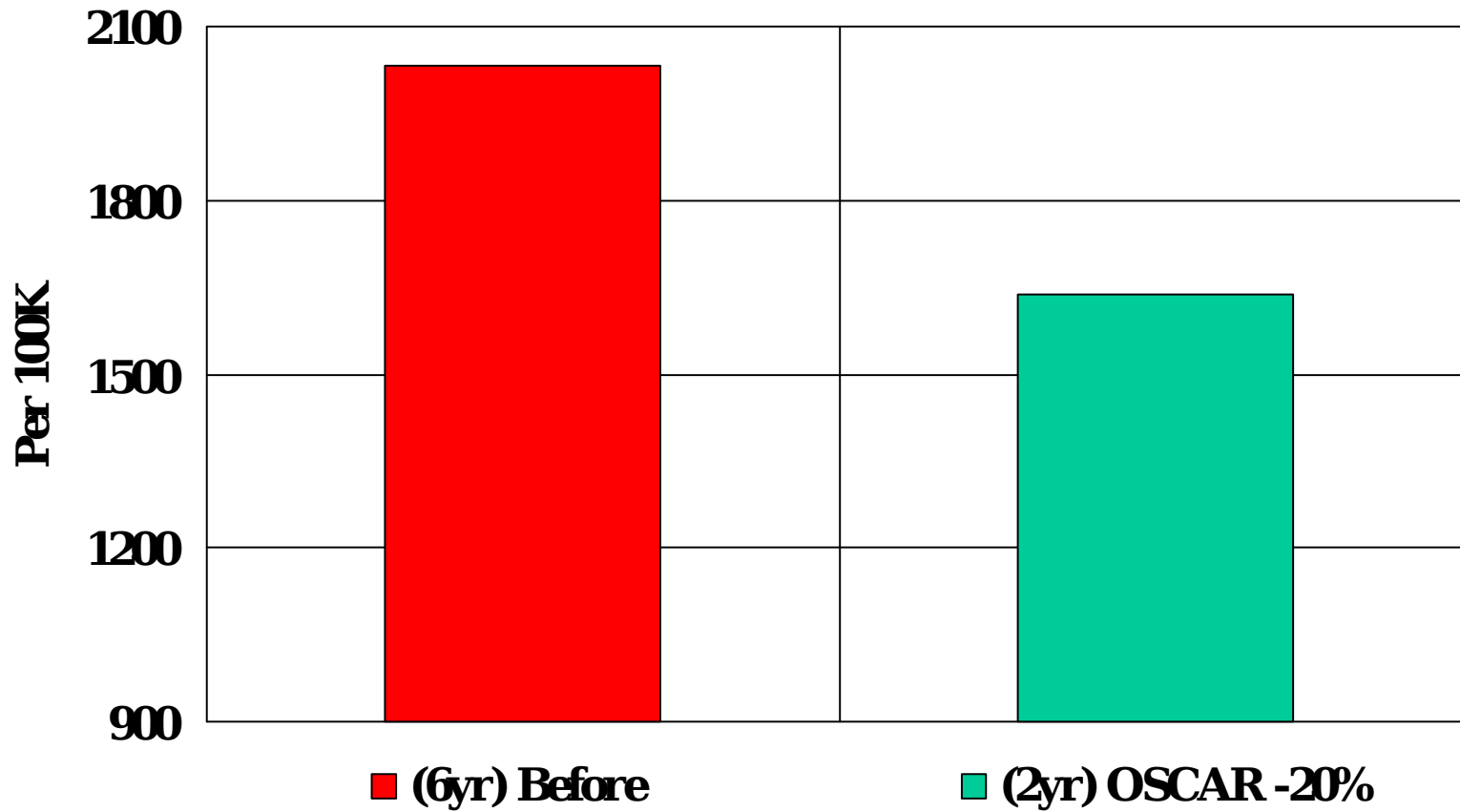
- **Internal**
 - **Crisis intervention**
 - **Suicide prevention**
 - **Stress management**
 - **Introduction to inpatient psychiatry**
 - **Introduction to alcohol/drug treatment**
- **External**
 - **Management of Combat Stress Casualties course (Army)**
 - **Critical Incident Stress Management basic/peer courses (ICISF)**
- **6 weeks, \$1000 tuition per Team member**



2D MARDIV OSCAR

Proven Concept

Avg Adm Sep Rate

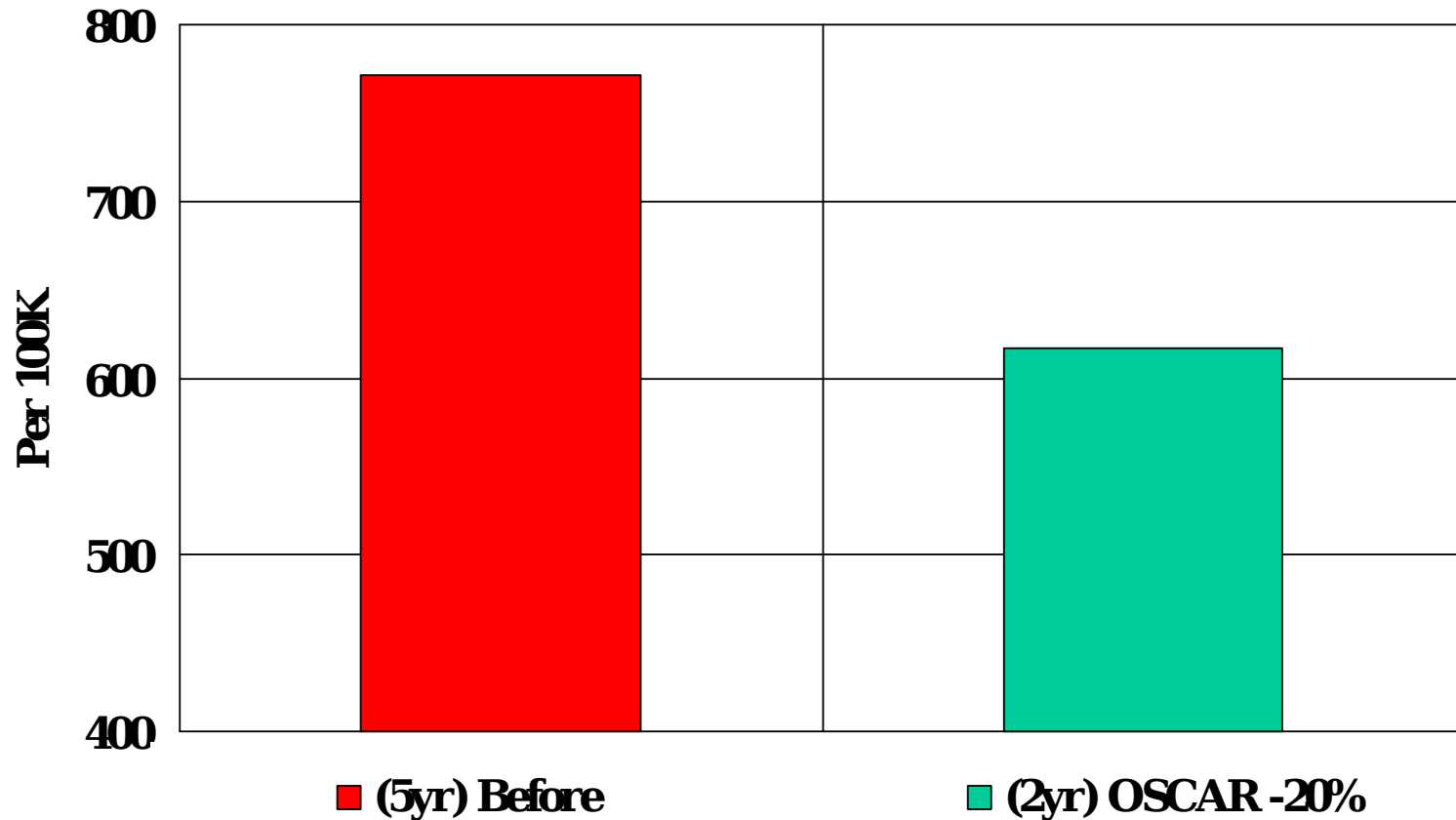




2D MARDIV OSCAR

Proven Concept

Avg Psych Hosp Rate

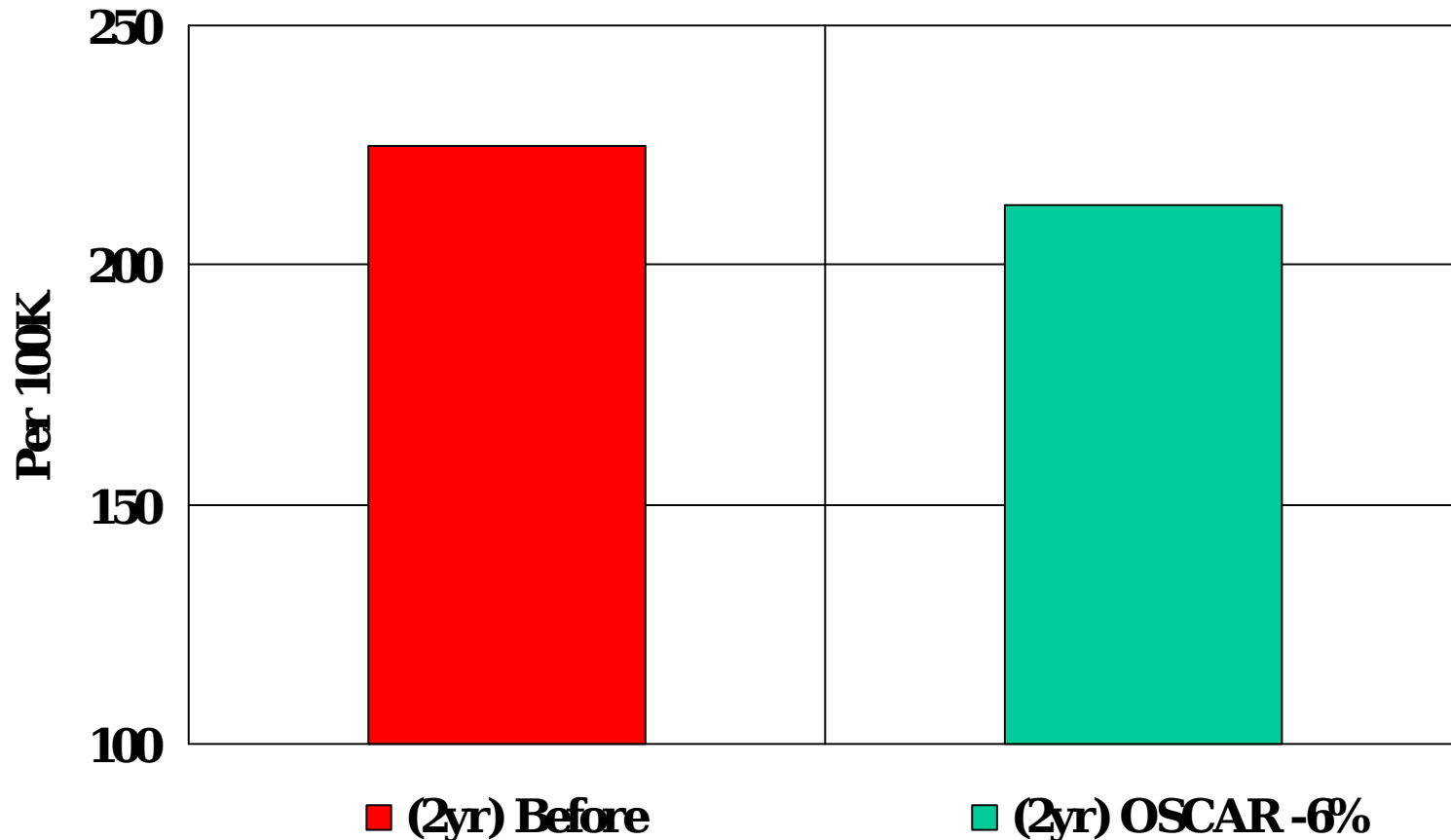




2D MARDIV OSCAR

Proven Concept

Avg Suicide Behavior Rate

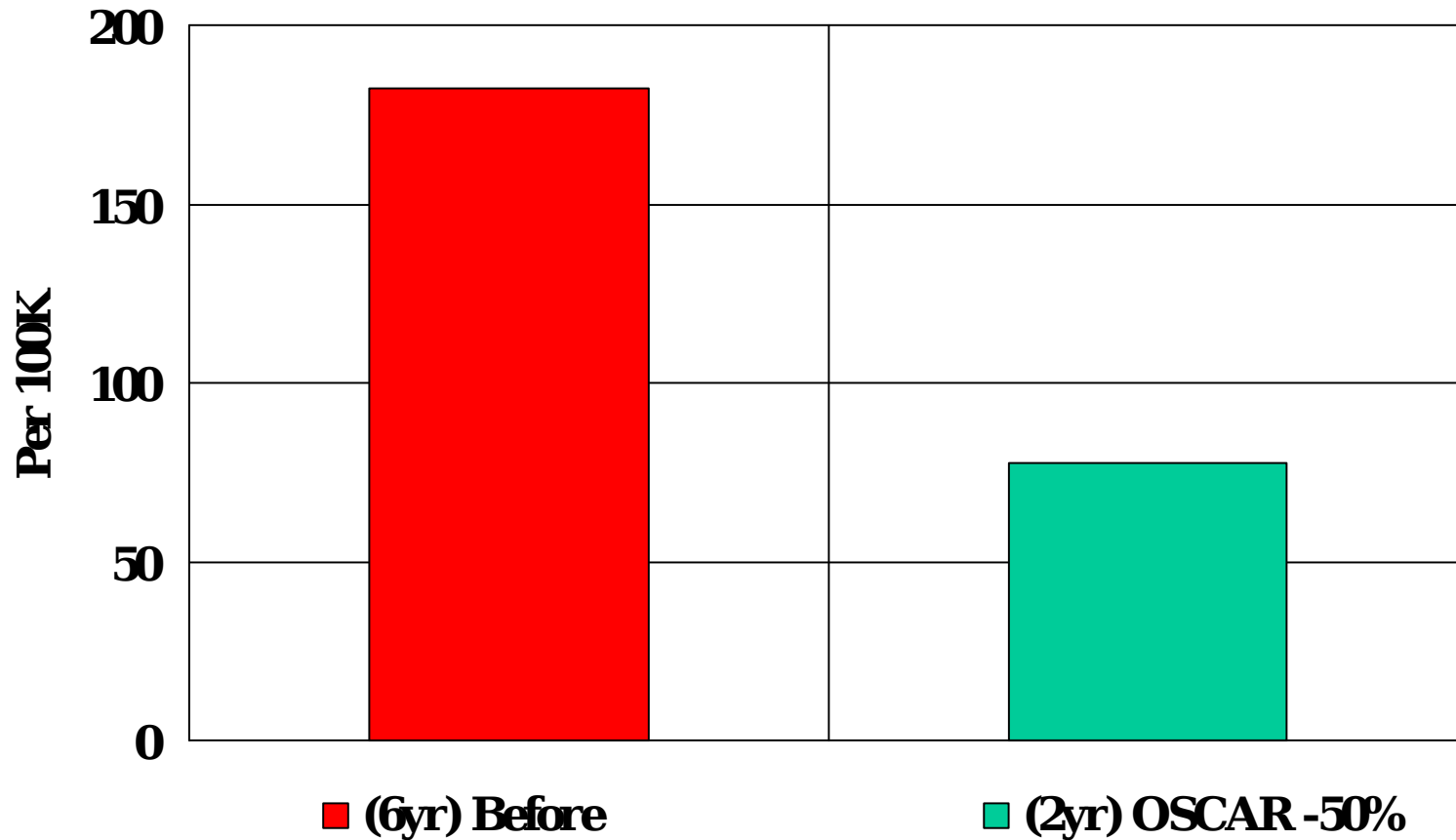




2D MARDIV OSCAR

Proven Concept

Avg MHC Outpatient Visit Rate

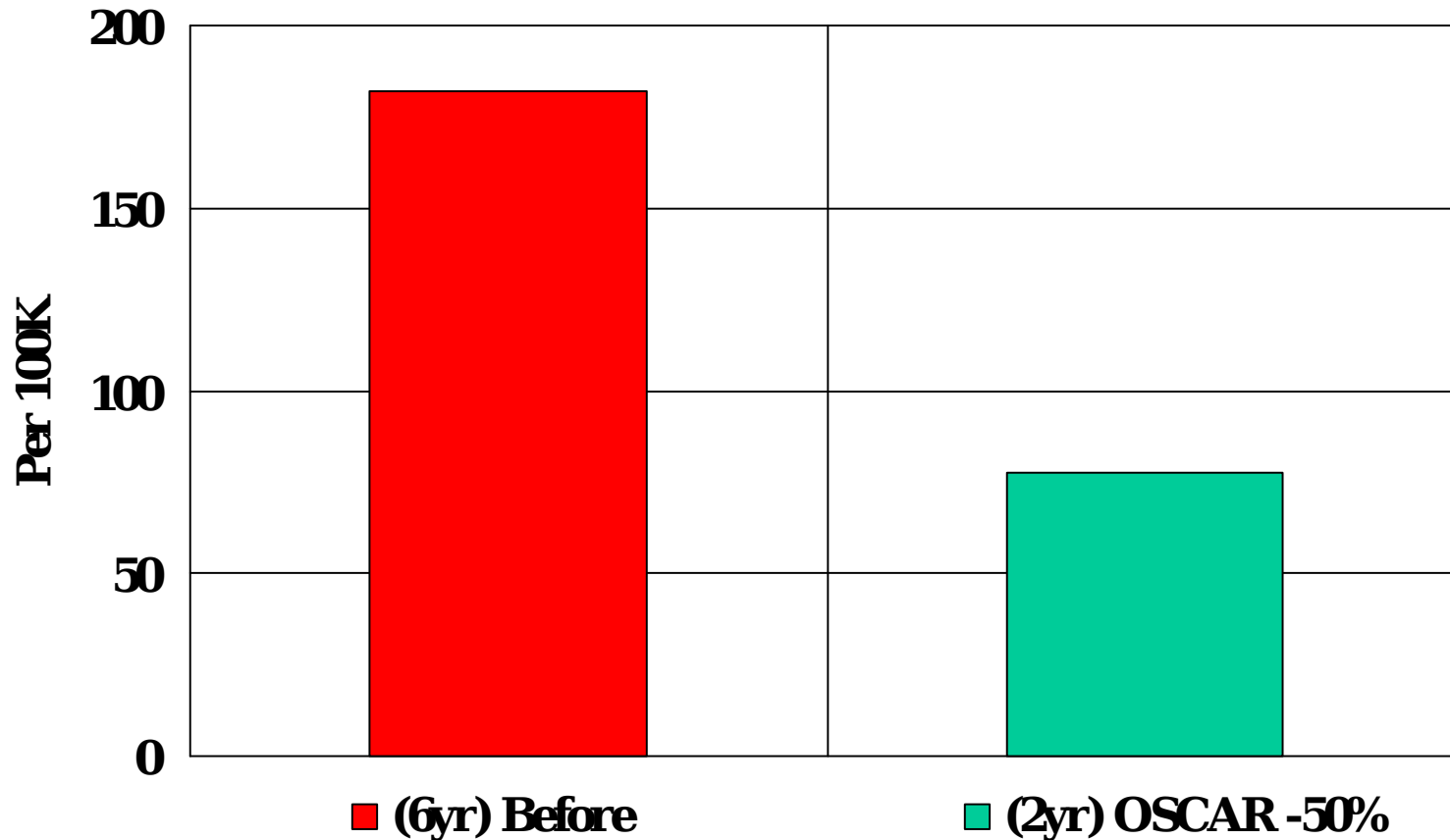




2D MARDIV OSCAR

Proven Concept

Avg PMV Mishap Rate





2D MARDIV OSCAR

Proven Concept

- **Pilot program since Feb 2000**
 - **20% reduction in average administrative separation rates: personality disorder, alcohol/drug abuse**
 - **20% reduction in average psychiatric hospitalization rates**
 - **6% reduction in average suicidal behavior rates: completed, attempts, gestures**
 - **50% reduction in average MHC outpatient visit rates**
 - **Positive safety correlation to PMV Mishap rates**
-



2D MARDIV CGs' Remarks

- **“IT’LL MAKE A DIFFERENCE”**
 - MajGen R.R. Blackman (09 Jan 2002)
- **“All of the Commanders have embraced the concept, support it and enjoy its results”**
 - MajGen J.F. Sattler (06 Apr 2002)



Current USMC Status

- **Each Division**
 - **1 Psych**
 - **1 HM Psych Tech**
- **Total for USMC (i.e., 3 Divisions)**
 - **3 Psychs**
 - **3 HM Psych Techs**



Recommendation

- **DIV, FSSG, MAW OSCAR Teams providing prevention, early intervention and restoration**
- **OSCAR Team composition for each MSC**
 - 2 Psychs
 - 1 Chaplain
 - 4 SNCOs (skill designator)
 - 1 HM Psych Tech
- ***Can be task organized for deployments***
 - MEU Det (1 officer, 1 SNCO notional)
 - MEB Det (1 officer, 2 SNCOs)



Pros & Cons

- **Pros**

- **Organic to MSCs**
- **Less lost work time and fewer med evacuations**
- **Improved command and Marine satisfaction**
- **Expeditionary**
- **Potential for reduction in suicides, psych hospitalizations and adm separations of 25% or more**
- **Potential for cost avoidance over \$3.25M per MSC per year (50 Marines x \$65K/Marine)**

- **Cons**

- **Requires change of policy**
- **Requires change of structure**



Implementation Strategy

- **Implement OSCAR now**
- **Identify internal T/O compensation**
- **Determine need for additional SNCO billets**

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Questions?

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Back Up Slides

20 Aug 02

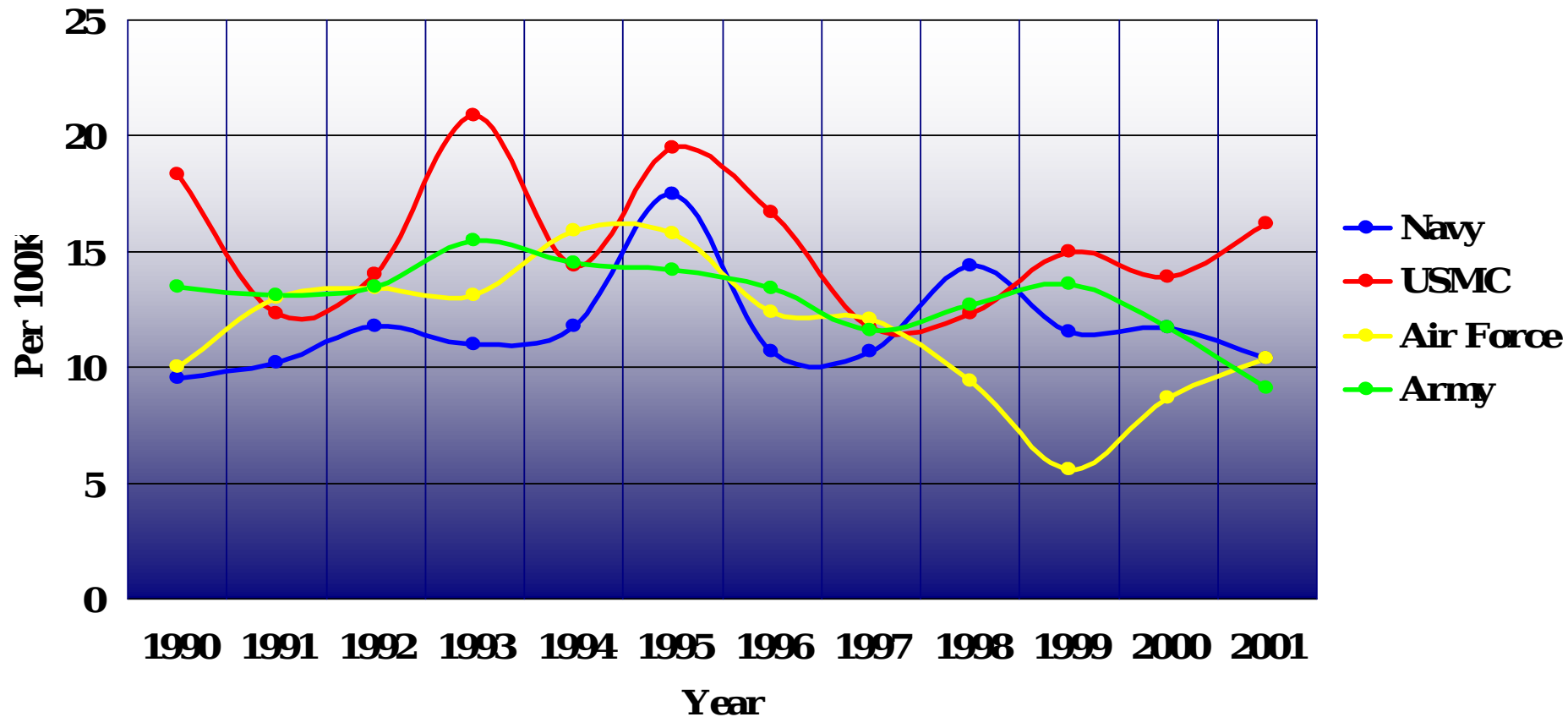
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17

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Service Suicide Rates



20 Aug 02

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18



Relevant Factors

- **Family of origin and adverse childhood events**
- **Recruit screening**
- **Training**
- **Leadership**
- **Mental Health (MH) support services**



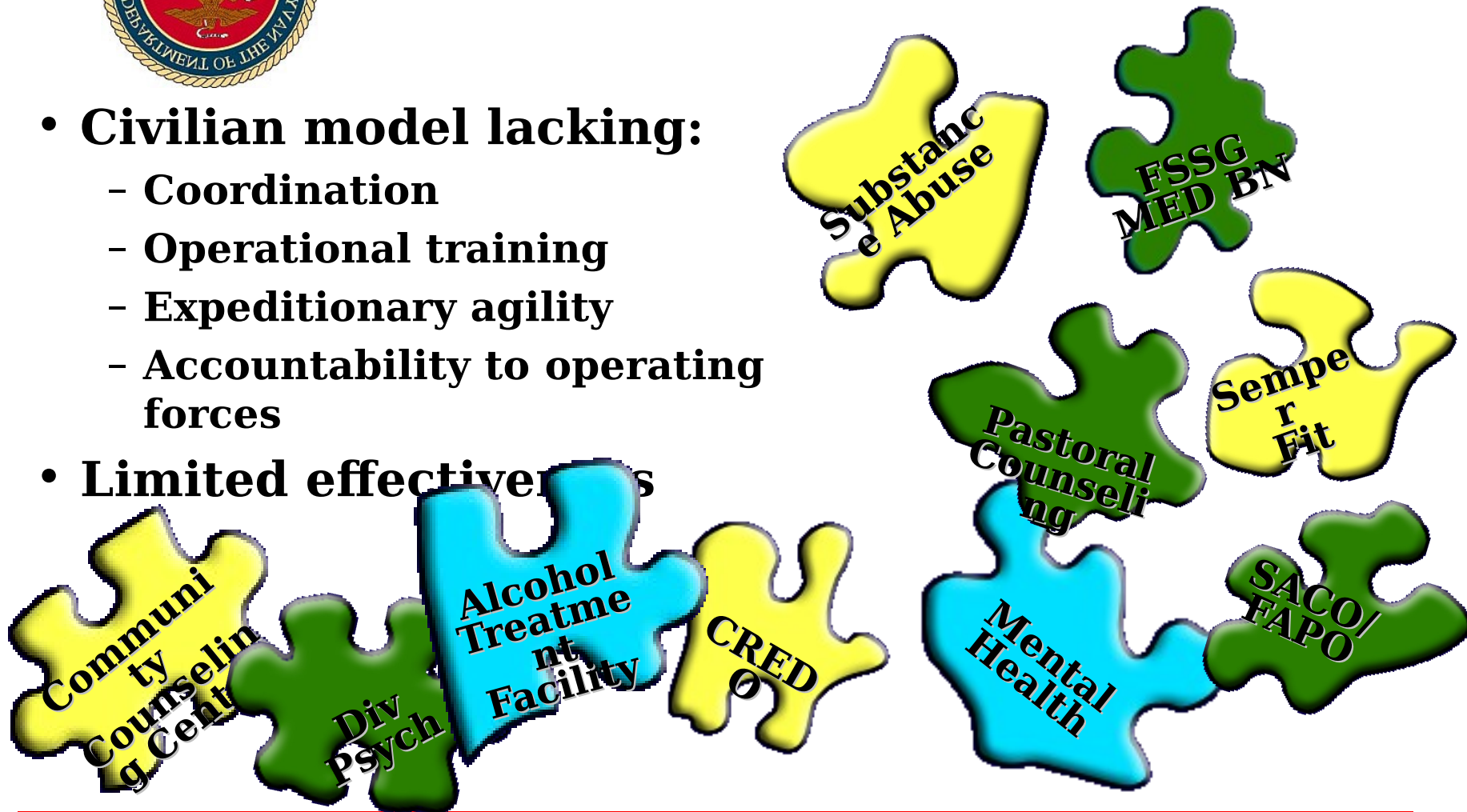
Background Initiatives

- **Navy Special Psychiatric Rapid Intervention Teams: SPRINT (1990)**
- **Army Combat Stress Control: CSC (1992)**
- **Navy psychologists on carriers 5 yr demonstration project and implementation (1997)**
- **DoD Directive 6490.5 Combat Stress Control Programs (1999)**
- **2d MARDIV OSCAR Team (2000)**
- **2d DivO P6200.1 OSCAR SOP (2001)**



Current MH Support Services

- **Civilian model lacking:**
 - Coordination
 - Operational training
 - Expeditionary agility
 - Accountability to operating forces
- **Limited effectiveness**





Cross Service T/O Comparison

US Army

- **DIV**
 - 4 Psychs
 - 7 Psych Techs
- **CSC DET (5)**
 - 9 Psychs
 - 15 Psych Techs

USMC

- **DIV**
 - 1 Psych
 - 1 HM Psych Tech



Cross Cultural Comparison

- **NAVY psychologists assigned to carriers 5 year demonstration project**
 - **56% 1st-term Navy attrition due to psych/behavioral causes**
 - **90% reduction in adm seps and med evacs from carriers with psychologists**

Compensation process (Blue Billets)



- **TFSD changes T/O's to include the added Navy billet requirements**
- **TFSD submits cross-claimant structure compensation request to BUMED with info to Resource Sponsors (N931 Medical Resources Plans & Policy Division, N78 Air Warfare & Manpower)**
- **Resource sponsors coordinate end-strength shift through N122 Manpower Resources Branch (N122 actually shifts end strength)**
- **TFSD adds requirements and authorizations to the Activity Manpower Document's (AMD) through submission of Total Force Manpower Management System (TFMMS) packet**



Implementation Considerations

- **Total USMC OSCAR reqt.
(9 MSC Teams)**
 - 18 Psychs
 - 9 Chaplains
 - 9 Techs
 - ~~36 SNCOs~~
- **Total USMC T/O
(i.e., 3 Divisions)**
 - 3 Psychs
 - 3 Techs
- **Delta**
 - 15 Psychs
 - 9 Chaplains
 - 6 Techs
 - 36 SNCOs

Total 66



Data Sheets

Adm Separation Rates due to personality disorder, alcohol, and drugs (per 100K)

	1994	1995	1996	1997	1998	1999	2000	2001	Avg94-99	Avg00-01	Difference	Percent Change
2D MARDI	1824.1	1904.8	2908	2345.6	1648.5	1564.5	1838.4	1438.6	2032.6	1638.5	-394.1	-19.4
2D FSSG	1377.4	953	1747	1873.8	1537.1	1224.4	1342.6	1272.1	1452.1	1307.4	-144.8	-10.0
2D MAW	832.7	646.8	888.8	1093	1357.9	828	1125	1093.6	941.2	1109.3	168.1	17.9
USMC	994.2	1085.3	1243	1345.8	1277.1	1135.9	1217.6	1247.9	1180.2	1232.8	52.6	4.5

Psych Hosp Rates
(per 100K)

	1995	1996	1997	1998	1999	2000	2001	Avg95-99	Avg00-01	Difference	Percent C
2DMARDI	768	771	869	867	582	613	621	771.4	617	-154.4	-20
2DFSSG	821	758	986	598	755	782	933	783.6	857.5	73.9	9.4
2DMAW	431	373	523	426	403	457	463	431.2	460	28.8	6.7

Private Motor Vehicle (PMV) Mishap Rates
(per 100K)

	1994	1995	1996	1997	1998	1999	2000	2001	Avg94-99	Avg00-01	Difference	Percent Change
2DMARDI	323.2	256.1	233.2	156.8	32.8	90.5	53.9	101.3	182.1	77.6	-104.5	-57.4
2DFSSG	486.7	238.3	270.9	352.2	313.1	370.2	501.6	282.7	338.6	392.2	53.6	15.8
2DMAW	283.2	159.7	198.4	296.7	273.7	290.9	370.3	181.1	250.4	275.7	25.3	10.1



Data Sheets

**Mental Health Clinic (MHC) Outpatient Visit Rates
(per 100K)**

	1994	1995	1996	1997	1998	1999	2000	2001	Avg94-99	Avg00-01	Difference	Percent Change
2DMARDIV	283.0	381.0	161.9	235.2	65.7	6.5	154.9	6.8	188.9	80.9	-108.0	-57.2
2DFSSG	482.8	1006.0	893.8	2127.4	441.2	469.8	1519.6	311.0	903.5	915.3	11.8	1.3
2DMAW	111.0	111.8	142.8	288.9	212.8	134.3	508.3	14.5	166.9	261.4	94.5	56.6

**Suicide Behavior Rates
(per 100K)**

	1998	1999	2000	2001	Avg98-99	Avg00-01	Difference	Percent Change
2DMARDIV	249.6	200.4	289.6	135.1	225	212.4	-12.7	-5.64444

D

How much does it cost to make a Marine?

SOI MOS - \$66,029

Other MOS up to \$87.129

1st Duty Station

Recruiting & Advertising
\$7,537

Base Ops MCRDPI/SD
\$2,441

Recruit Training
\$12,355

Ammunition

\$756

IST School Ops Cost
\$943

IST School Staff Costs
\$18,499

IST Base Ops
\$6,446

Boot Camp 11 wks
\$6,928

MCRDPI/SD Mil personnel cost
\$3,925

MCCS \$1,475

MCT 2 wks
SOI 7.5 wks

MOS School 3-50 wks

29 Palms av. 22 wks P&A = \$13,857
MCAS CP av. 14 wks P&A = \$8,818
C Pend av. 9 wks P&A = \$5,669
Lejeune av. 6 wks P&A = \$3,779

P&A = \$4,724

P&A = \$1,260

- Recruiting Costs \$7,537
- Boot Camp Costs \$18,721
- Boot Camp & IST Costs \$2,231
- IST Costs \$25,888
- Pay & Allowances \$11,652 - \$22,045

Pay & Allowances \$32,752 - 1yr ED

How much does it cost to make a

\$87,129

MCCS \$1,475

E1=\$30,832, E2=\$34,672 / 2 = \$32,752 (\$629.85 p. week)
Composite rate and billable = BAS, BAH, Basic pay plus retired pay
accrual, incentive and special pay, PCS and misc. pay related health
care costs by Defense Health Program (REFERENCE: Composite
Rates FY02)

1st Duty Station

Pay & Allowances \$32,752
1yr

Base ops / Installation marines PISC/SD
(\$94,723,659) / (42,260) = \$2,441 per
Marine (REFERENCE I&L, LR FY00 ABC
Model Cube)

**Base Ops
MCRDPI/SD
\$2,441**

Boot Camp 11 wks

**MCT 2 wks
or
SOI 7.5 wks**

MOS School 3-50 wks

Lejeune av. 6 wks

C Pend av. 9 wks

29 Palms av. 22 wks

MCAS Pend/CP av. 13 wks

MCAS CP/ av. 14 wks

**MCRDPI/SD
Mil personnel cost
\$3,925**

**Recruit
Training
\$12,355**

Ammunition

\$756

**IST School
Ops Cost
\$943**

**IST
School
Staff
Costs
\$18,499**

**IST
Base
Ops
\$6,44
6**

Calculated cost getting a
recruit to yellow footprints.
Includes Recruiting and
Advertising (O&M) dollars,
all costs associated with
enlistment bonuses,
college funds,
recruiter/support personnel
salaries based on
composite salary rates.
OASD Accession Policy then
calculates the resources by
the number of accessions
to come up with the end
number calculation for
each of the Recruiting
Commands. (REFERENCE:
Deborah Martin-Edwards,
MCRDPI/SD, G3)

Total PISC&SD
military
personnel
(composite
rates * #
assigned) =
\$ / mission #
recruits =
\$151,656,175
/ 38642 =
\$3,925
(REFERENCE
MCRDPI/SD,
G3)

Recruit transportation to
schools/1st duty station. Recruit
training - mil personnel - clothing
= \$19,807 - \$7537 - \$187 =
\$12270. (REFERENCE: LtCol Greg
Harbac, G-7, T&E) \$272 To
MCRDSD/PISC Trng mission costs
782 Gear, Uniform Alterations,
Rifle range TECOM Provides
supplies and transportation, Org
Equipment, DI Covers, Honor
funding to MCRDs) Grad Blues,
Laundry and dry cleaning, Civilian
Labor (in-processing clerks) admin
supplies and minor equipment.
(REFERENCE: Capt John Bergeron
G-7, T&E Command)

Both Boot camp
and IST
(REFERENCE:
Capt John
Bergeron G-7,
T&E Command)

Mil Personnel \$ to
IST
(\$475,593,000) / #
Marines USMC
instructs at IST
(REFERENCE Capt
John Bergeron G-7,
T&E Command)

\$24,237,850 to
IST schools FY01
Marines USMC
Instructs
(REFERENCE Capt
John Bergeron G-7,
T&E Command)

Total base ops installations
providing IST (\$1,191,747,801) -
school operating \$ from T&E Cmd
FY01 (\$24,237,850)) - military
personnel costs (\$475,593,000) =
\$165,710,110). Base ops
(\$165,710,110) * avg % tenant
Marines on installations for all IST
(23.95%) = \$6,446 base ops per IST
Marine (REFERENCE FY00 cube and
Capt John Bergeron G-7, T&E
Command)

Avg length MOS School by days(wk)
29Palms - 156(22) Lejeune - 40(6)
CPen - 65(9) MCAS Pen - 90(13) MCAS
CP - 96(14) MCAS NR - 89(13)
(REFERENCE:
<https://tims.tecom.usmc.mil/pls/publi>